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HAWAII LABOR
RELATIONS BOARD

Attorneys for Director of Labor
and Industrial Relations

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of DIRECTOR,)	CASE NO. OSH 2010-10
DEPARTMENT OF LABOR AND)	(Inspection No. 313078008)
INDUSTRIAL RELATIONS,)	
)	STIPULATION AND SETTLEMENT
Complainant,)	AGREEMENT; EXHIBIT A; APPROVAL
)	AND ORDER
vs.)	
)	
MARRIOTT HOTEL SERVICES, INC.,)	
)	
Respondent.)	
)	

STIPULATION AND SETTLEMENT AGREEMENT

Complainant Director of Labor and Industrial Relations ("Director") and
Respondent MARRIOTT HOTEL SERVICES, INC. ("Respondent") having reached a full and
complete settlement of the above-captioned contested case presently pending before the Hawaii
Labor Relations Board ("Board") stipulate and agree as follows:

On or about October 7, 2009, the Director, by and through the State of Hawaii's
Occupational Safety and Health Division ("HIOSH"), inspected Respondent's workplace located
at Kanapali Street, Lihue, Hawaii, 96766.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on March 2, 2010 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$4,250.00. *See* Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes ("HRS").

2. At all relevant times, Respondent maintained a workplace at Kanapali Street, Lihue, Hawaii, 96766.

3. At all relevant times, Respondent was an employer, as defined in HRS § 396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirements of HRS chapter 396, the Hawaii Occupational Safety and Health Law.

4. Respondent has abated each violation listed in the Citation in compliance with the abatement requirements under Hawaii Administrative Rule § 12-51-22.

5. The violations and corresponding characterizations as stated in the Citation are affirmed. *See* Exhibit A.

6. The Director reduces the aggregate penalty from \$4,250.00 to \$3,612.50 which shall be paid in full to the Director of Budget and Finance upon the execution of this Agreement. If Respondent fails to fulfill any condition of this Agreement within the time stated, then, Respondent shall automatically and without further notice be liable for the entire original penalty in the amount of \$4,250.00. All amounts shall be immediately due and owing. If Respondent fails to pay all penalties and the Director institutes legal action to collect on the

outstanding amount due, Respondent agrees to pay all fees and costs, including reasonable attorney's fees, incurred to collect on the unpaid penalties. Any forbearance by the Director in exercising any right or remedy shall not be a waiver of or preclude the exercise of any right or remedy.

7. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.

8. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

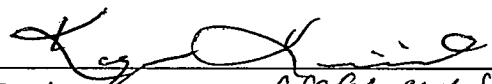
9. Respondent shall continue to comply with HRS chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

10. Nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

11. Upon approval of this Agreement, all proceedings before the Board shall be dismissed.

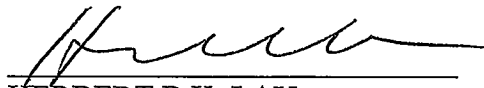
DATED: Honolulu, Hawaii, 4/21/10.

MARRIOTT HOTEL SERVICES, INC.

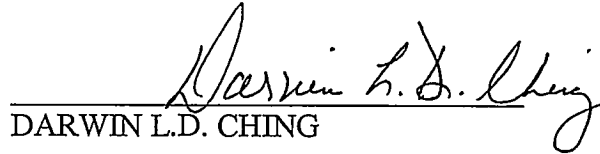
By: 
Its *Area Director of Safety and Security*

APPROVED AS TO FORM:

DIRECTOR OF LABOR AND
INDUSTRIAL RELATIONS



HERBERT B.K. LAU
Deputy Attorney General
Attorney for Director of Labor and
Industrial Relations, State of Hawaii

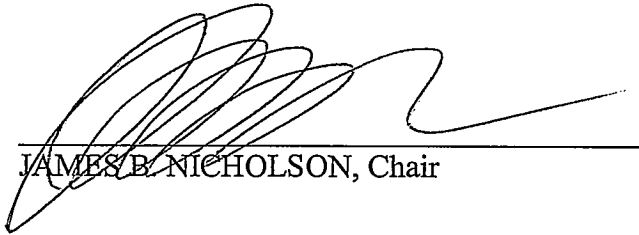


DARWIN L.D. CHING

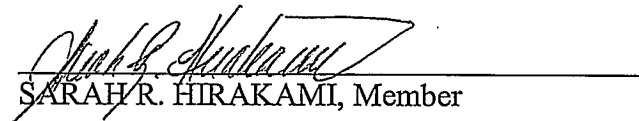
APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 391

DATED: May 12, 2010



JAMES B. NICHOLSON, Chair



SARAH R. HIRAKAMI, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813
Phone: (808)586-9110 FAX: (808)586-9104



Certified Number: 7006 2150 0004 4122 1508

Citation and Notification of Penalty

To:

Marriott Hotel Services Inc
and its successors
3351 Hoolaulea Way
Lihue, HI 96766

Inspection Number: 313078008 (George Smith)
Inspection Date(s): 10/07/2009- 10/09/2009
Issuance Date: 03/02/2010
OSHC ID: E1353
Optional Report No.: 00110
Inspection Type: Complaint
Scope of Inspection: Comprehensive Inspection

Inspection Site:

Kanapali St
Lihue, HI 96766

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Law has occurred unless there is a failure to contest as provided for in the Law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violations which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-51-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - You should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.

ABATEMENT CERTIFICATION

DARWIN L.D. CHING, DIRECTOR
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813

Marriott Hotel Services Inc
3351 Hoolaulea Way
Lihue, HI 96766

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

I attest that the information contained in this document is accurate and that the affected employees and their
representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 03/02/2010. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, HONOLULU, HI, 96813 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.151(c) [Refer to chapter 12-62.1, HAR] was violated because:

Emergency facilities suitable for quick flushing and 15 minutes of continuous flushing of the eyes were not provided in the work area where employees were exposed to corrosive chemicals such as but not limited to Zep Industrial Purple Cleaner and Degreaser. The potential result of failure to provide such suitable facilities could be serious injury such as permanent eye damage due to eye contact with the corrosive chemical.

29 CFR 1910.151(c) states "Where the eyes or body of any person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body shall be provided within the work area for immediate emergency use."

Location: Landscaping baseyard

Date By Which Violation Must be Abated:
Penalty:

04/05/2010
\$ 2,125.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 1 Item 2 Type of Violation: Serious

29 CFR 1910.305(d)(2) [Refer to chapter 12-89.1-1, HAR] was violated because:

A circuit breaker panelboard was not dead front and was not made accessible only to qualified persons, thus exposing the live parts inside to contact by employees. The potential result of contact with the live parts could be serious injury such as electrical shock and/or burns.

29 CFR 1910.305(d)(2) states "Panelboards shall be mounted in cabinets, cutout boxes, or enclosures approved for the purpose and shall be dead front. However, panelboards other than the dead front externally-operable type are permitted where accessible only to qualified persons."

Location: Landscaping baseyard, meeting area

Date By Which Violation Must be Abated:
Penalty:

03/10/2010
\$ 2,125.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kānapali St, Lihue, HI 96766

Citation 2 Item 1 Type of Violation: Other

29 CFR 1910.23(d)(1)(ii) [Refer to chapter 12-72.1, HAR] was violated because:

A flight of stairs with four risers that was used to provide access to a container used for storage was not provided with a stair railing.

29 CFR 1910.23(d)(1)(ii) states "Every flight of stairs having four or more risers shall be equipped with standard stair railings or standard handrails as specified in paragraphs (d)(1)(i) through (v) of this section, the width of the stair to be measured clear of all obstructions except handrails:

"(ii) On stairways less than 44 inches wide having one side open, at least one stair railing on open side."

Location: Landscaping baseyard, irrigation container

Date By Which Violation Must be Abated:	04/05/2010
Penalty:	\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii
Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078008
Inspection Dates: 10/07/2009-10/09/2009
Issuance Date: 03/02/2010



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 2 Type of Violation: Other

29 CFR 1910.132(d)(2) [Refer to chapter 12-64.1, HAR] was violated because:

The employer had not verified performance of a workplace hazard assessment for hazards requiring use of personal protective equipment (such as but not limited to hazards of falling objects) through a written certification as specified by the OSHA standard on personal protective equipment.

29 CFR 1910.132(d)(2) states "The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment."

Location: Nursery and tree farm

Date By Which Violation Must be Abated:
Penalty:

04/05/2010
\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 3 Type of Violation: **Other**

29 CFR 1910.215(a)(4) [Refer to chapter 12-80.1, HAR] was violated because:

The work rest on a Craftsman 6" bench grinder was 5/16" from the surface of an abrasive wheel, rather than adjusted to not more than 1/8" from the wheel.

29 CFR 1910.215(a)(4) states "On offhand grinding machines, work rests shall be used to support the work. They shall be of rigid construction and designed to be adjustable to compensate for wheel wear. Work rests shall be kept adjusted closely to the wheel with a maximum opening of one-eighth inch to prevent the work from being jammed between the wheel and the rest, which may cause wheel breakage. The work rest shall be securely clamped after each adjustment. The adjustment shall not be made with the wheel in motion."

Location: Landscaping baseyard, Engineering Shed

Date By Which Violation Must be Abated:
Penalty:

Corrected
\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078008

Inspection Dates: 10/07/2009 - 10/09/2009

Issuance Date: 03/02/2010



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 4 Type of Violation: Other

29 CFR 1910.303(f)(2) [Refer to chapter 12-89.1-1, HAR] was violated because:

Circuit breakers in two panelboards at the Landscaping baseyard were not labeled to indicate their purpose and were not located or arranged so that their purpose was evident.

29 CFR 1910.303(f)(2) states "Each service, feeder, and branch circuit, at its disconnecting means or overcurrent device, shall be legibly marked to indicate its purpose, unless located and arranged so the purpose is evident."

Location: Landscaping baseyard, meeting area

Date By Which Violation Must be Abated:

04/05/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078008

Inspection Dates: 10/07/2009 - 10/09/2009

Issuance Date: 03/02/2010



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc

Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 5 Type of Violation: Other

29 CFR 1910.305(g)(1)(iv)(B) [Refer to chapter 12-89.1-1, HAR] was violated because:

A green flexible cord set (extension cord) was run through a hole in the wall of a container used for storage and was used to supply electrical equipment in the container.

29 CFR 1910.305(g)(1)(iv)(B) states "Unless specifically permitted otherwise in paragraph (g)(1)(ii) of this section, flexible cords and cables may not be used:

"[B] Where run through holes in walls, ceilings, or floors."

Location: Landscaping baseyard, meeting area

Date By Which Violation Must be Abated:

04/05/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 6 Type of Violation: Other

" 29 CFR 1910.1200(e)(1)(i) [Refer to chapter 12-203.1, HAR] was violated because:

The employer's written hazard communication program did not include a list or lists of hazardous chemicals known to be present at the workplace.

29 CFR 1910.1200(e)(1)(i) states "Employers shall develop, implement, and maintain at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, material safety data sheets, and employee information and training will be met, and which also includes the following:

- "(i) A list of the hazardous chemicals known to be present using an identity that is referenced on the appropriate material safety data sheet (the list may be compiled for the workplace as a whole or for individual work areas)."

Location: Establishment

Date By Which Violation Must be Abated:
Penalty:

04/05/2010
\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Marriott Hotel Services Inc
Inspection Site: Kanapali St, Lihue, HI 96766

Citation 2 Item 7 Type of Violation: Other

29 CFR 1910.1200(g)(1) [Refer to chapter 12-203.1, HAR] was violated because:

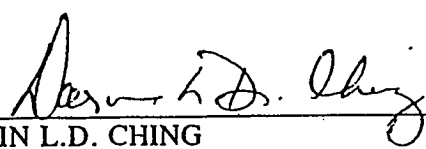
The employer had not obtained material safety data sheets for all hazardous chemicals used in the workplace, including but not limited to Zep Industrial Purple Cleaner and Degreaser, gasoline, and compressed oxygen and acetylene.

29 CFR 1910.1200(g)(1) states "Chemical manufacturers and importers shall obtain or develop a material safety data sheet for each hazardous chemical they produce or import. Employers shall have a material safety data sheet in the workplace for each hazardous chemical which they use."

Location: Landscaping baseyard

Date By Which Violation Must be Abated:
Penalty:

04/05/2010
\$ 0.00



DARWIN L.D. CHING
Director

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.